

2016

Shepard Broad College of Law Master's Programs Overview and Course Descriptions 2016

Nova Southeastern University

Follow this and additional works at: https://nsuworks.nova.edu/law_coursecatalogs

 Part of the [Law Commons](#)

NSUWorks Citation

Nova Southeastern University, "Shepard Broad College of Law Master's Programs Overview and Course Descriptions 2016" (2016).
Shepard Broad College of Law Course Catalogs. 5.
https://nsuworks.nova.edu/law_coursecatalogs/5

This Program Overview is brought to you for free and open access by the NSU Course Catalogs and Course Descriptions at NSUWorks. It has been accepted for inclusion in Shepard Broad College of Law Course Catalogs by an authorized administrator of NSUWorks. For more information, please contact nsuworks@nova.edu.

Shepard Broad College of Law Master's Programs Overview 2016

[Education Law](#)

Most schools have, to date, left policies and procedures in the hands of educators. However, as the American educational system becomes increasingly responsive to regulatory and legal mandates, there is a fast-emerging need for education law experts to join school districts and academic institutions nationwide.

In fact, the Bureau of Labor Statistics projects a 19% increase in secondary school opportunities by 2020, along with a 10% increase in K-12 education. Being able to respond to complex legal challenges that may determine educational decisions with widespread consequences will be an asset in the years ahead.

The online Master's in Education Law from Nova Southeastern University can help prepare you to make a difference in the lives of children, parents and teachers.

America's educational system is in flux. The challenges are being felt far and wide, including right here in your local school district. The nation's children are being impacted as teacher unions, academic institutions, financial aid providers, and government agencies enter into litigation.

What these students in grades K-12 (and beyond) truly need, beside the opportunity for a good education, is an advocate. Like you.

Why a Master's of Science in Education Law from Nova Southeastern University?

Nova Southeastern University's Shepard Broad College of Law makes it possible for you to step up - and step in - to help improve the educational system and your own career. The online convenience of this degree program means that you'll be able to maintain your current professional and family responsibilities, while working toward a better future for teachers, school administrators, parents and children of all ages.

- Get your Master's in Education Law in as little as two years
- Study online, from the comfort of your own home
- Be admitted without GRE or LSAT exam requirements

Some professional experience in the education field is preferred, but we find that broad array of individuals looking to learn more about Education Law are also extremely well-suited to this opportunity. What is most important is your passion to advocate for children and young adults... in grades K-12, in need of special education or accommodations, and in pursuit of higher learning.

Overview

The Education Law program offers education professionals the opportunity to participate in a focused course of study that examines the modern interplay of law and education. This program provides students with the framework to identify and understand legal issues that frequently arise in educational settings. Students learn to apply legal research techniques in order to find statutes, case law and administrative materials to become better informed on issues they face in their professional careers. The graduate will be

better prepared to respond to the legal challenges presented in an increasingly complex area of law and practice.

Historically the establishment of educational systems was left to the states. While states still bear the primary responsibility of providing a public education, the federal government and administrative regulations have substantially influenced education in America. Complex legislation such as I.D.E.A., F.E.R.P.A., and No Child Left Behind compel states to provide a free and appropriate public education while removing forms of discrimination to ensure equal opportunities for all students. Compliance with the state and federal legislative mandates has proven to be a constant source of legal tension generating numerous challenges to the propriety of actions taken by school officials. These challenges have increased over time as the law has continued to expand and influence educational practices.

In addition to long standing legal issues like student prayer and free speech, new issues such as campus safety, educational accountability, school vouchers, bullying, cyber-stalking, reasonable accommodations, and teacher rights are just a few of the legal issues that face school administrators and teachers. The landscape of education has become more responsive to legal requirements even though individuals charged with implementing school policies and procedures are many times not attorneys, but rather educators. The need for focused study on education law can provide critical insight to the practical aspects of education law as applied to the day-to-day running of a school, school district, or classroom.

Each student will complete 8 core classes, 6 elective classes and a final capstone course, the Individual Research Project, which is divided into 2 parts. Terms are 10 weeks long and typically, each student will complete a total of 8 10 week terms to complete the degree (a total of 16 courses, 36 credit hours).

To accommodate the need of education professionals to remain in their present location and employment and, at the same time, draw upon a nationwide faculty, the program is uniquely offered via NSU Law's state-of-the-art, Internet-based distance learning technology. All coursework will be accomplished conveniently from the student's own home, on the student's own timing, without requirement compromise of career and other obligations.

Online, students are guided through interactive class lessons over the internet, working closely with faculty members and exchanging ideas with fellow classmates.

Required interactivity is all asynchronous, meaning that students do not need to access their online course at any particular time during the day. The program is, however, characterized by a great deal of required interactivity. Students will often find themselves online nearly every day. Such interactivity promotes a high-quality learning experience and differentiates this program from a correspondence or "self-study" program. Many professors will hold live chats and students are urged to attend.

Grades are posted on the Webstar system at the end of each session <http://webstar.nova.edu> and then enter your personal identification number (PIN). The M.S. Ed.L. program uses the following grading scale: A, A-, B+, B-, C+, C-, D+, D-, and F.

Learning Online

A student learning online will receive passwords to access his or her courses. At each course site, the student will find reading assignments, links to materials pertinent to the course, a syllabus, a statement of the course goals, a number of hypothetical problems, lecture notes, live classroom chats, a threaded discussion board, and a quiz. The assignments, materials, problems, lectures and quizzes will be

organized by module, with each module representing a major topic of the course. Modules will roughly correspond to weeks. (In other words, a 10-week-long course will contain either 10 modules or nine modules and a week for a final examination.)

Each week, within periods of time designated by their professors, students in each course will be responsible for covering the material assigned, accessing materials as instructed, viewing lecture clips and participating in online discussions. The discussions might take place on the class's threaded discussion board, on which student questions and responses to each other are arranged so that the reader can follow the written "conversation" that develops on line. Alternatively, they might take place via email, which each student will have. They also will take place in live chat sessions. In some courses, professors may wish to administer quizzes.

For required live chats, professors attempt to find days/times that work for all students. In the event that a day/time chosen does not work for the student, the chats are recorded and the student will be asked to post or respond via email regarding the topics discussed in the chat.

Course Descriptions

Administrative Law (3 Credits) MLAW 1031

This course explores the role of administrative law in labor and employment. Students will review the sources of law for employers and management. In doing so, they will chart the overlapping and sometimes conflicting roles of federal and state legal regulation and study the implications and effects of the various types of laws that govern employment: administrative agency regulations, constitutional provisions, statutes, and court decisions.

Advanced Topics in School Liability (2 Credits) MEDL 2080

This course will examine the expanding area of school liability for tortious conduct. The course will explore causes of liability and the impact such liability has on the school, school board and school system. Students will explore liability issues that face educators across all levels of the education spectrum.

Alternative Dispute Resolution (2 Credits) MLAW 3010

This course will be a skill-based course merging legal issues in employment with practical skills of negotiation and dispute resolution. Students will be paired together to work through hypothetical situations that require cooperative efforts to reach common ground on divisive issues. Students will provide reflective analysis on the challenges encountered in their exercises and provide written feedback to the instructor on insights gained through the negotiation process.

Civil Rights Law (2 Credits) MEDL 3000

This course will focus on constitutional and civil rights issues in education. Because of the coverage of disability issues by mandatory courses, this course will focus on equal protection and non-discrimination, and the roles of language and cultural biases in education

Contemporary Issues in Education (2 Credits) MEDL 2040

This course will focus on issues involving education that have risen to the forefront of contemporary culture. Topics will include "No Child Left Behind," school violence, vouchers, individuals with disabilities, inclusion, least restrictive environment, home schooling, extracurricular activities, internet-related issues and concerns, bilingual education statutes and recruiting in higher education.

Dealing with Whistleblowers and Preventing Retaliation (2 Credits) MLAW 2090

This course will discuss the law regarding the protection of employees who report violations of an employer or claim discrimination in the workplace. The course will detail the whistleblower protections allowed under federal law, and the potential liability for retaliating against an employee who seeks redress for discrimination.

Employee Relations Law (3 Credits) MEDL 2050

This course will examine the nature of employee relations as they relate to school board employees. It will also examine the role and function of teacher unions and collective bargaining. Topics will include the hiring, evaluation and retention of school board employees as well as faculty retention and tenure, labor negotiations, employee discipline subject to a labor agreement, labor stoppages and free speech issues relating to unions. Students will build upon their knowledge of contract law as they study the complex nature of legal relationships in the educational setting.

Ethical Issues in Education Law (2 Credits) MEDL 1040

This course will focus on ethical codes that intersect law and education. Students will study the theoretical underpinnings of ethic codes and examine their function, utility, and application in modern educational institutions while examining the practical limitations given the expanding use of distance education.

Federal Privacy Law (2 Credits) MLAW 1032

The privacy rights of individuals in all aspects of daily life have been of great concern over the last few years. The Federal government is heavily involved in crafting laws and regulations to protect an individual's private information collected in a variety of contexts from being accessed and then used. This course will look at the three such federal laws and accompanying regulations: HIPAA (Health Insurance Portability and Accountability Act); FERPA (Family Educational Rights and Privacy Act) and the Federal Privacy Act. The course is designed to introduce the students to the specifics of each of these federal privacy laws and to get the students to critically read and analyze and write about the issues presented by these statutes through a series of written exercises.

Higher Education Law (2 Credits) MEDL 2060

This course will look at the role of law in higher education institutions. Special emphasis will be given to the governance structures of public and private institutions; the relationship between faculty, staff, students and the university community; faculty promotion, tenure, curriculum control; issues related to research and teaching responsibilities; academic freedom; affirmative action; racial and sexual harassment; intellectual property rights of faculty, staff and students; and planned giving.

Hiring, Firing, Promoting and Evaluating Employees (2 Credits) MLAW 2040

This course will detail the laws that regulate how employees should be hired, fired, promoted, disciplined and evaluated. The course will explore the steps an employer should take to avoid allegations of discrimination during the hiring, firing or disciplinary process.

Immigration and Naturalization Concerns in Employment (2 Credits) MLAW 2055

The course is designed to introduce students to the complex area of immigration and nationality law relating to employment. The course will focus on the Immigration and Reform and Control Act, as amended by the Immigration and Nationality Act. Students will learn about steps employers should take to comply with nationality verification laws, and which persons may or may not work for U.S. businesses.

Individual Research Project Seminar Part 1 (3 Credits) MLAW 3020

This is the capstone course for the M.S. Education Law, Health Law and Employment Law programs. In the foundation phase of the student's individual research project (IRP), each student will identify a final research thesis that they will then develop over the course of the next two semesters. Students select and hone their individual research topics with direct collaboration of their faculty advisor and expert consultant. Successful completion of this component of the IRP course requires: timely completion of the IRP topic summary, the IRP topic outline (at least 5 pages in length), timely submission of all discussion board topics, timely completion of all quiz assignments, participation in in scheduled live classroom discussions, and submission of the first rough draft (at least 20 pages in length). All first year courses and 12 credits of electives must be successfully completed.

Individual Research Project Seminar Part 2 (3 Credits) MLAW 3021

In the second phase of the capstone course for the M.S. Education Law, Health Law and Employment Law Programs, students continue to build on the foundation of their research and writing. Students continue to work with their faculty director, expert consultant, and student colleagues. Students will receive comprehensive feedback on their rough draft. Students will incorporate suggested changes and continue to develop their individual research projects. Successful completion of the course requires timely submission of a final written IRP product of publishable quality and an oral presentation on the research thesis by the student to classmates, faculty, and industry consultants during the residential institute. Students must complete all coursework for Part 1 of the IRP course with a passing grade as a prerequisite for Part 2 of this course. All first year courses and 12 credits of electives must be successfully completed.

Introduction to Constitutional Law (2 Credits) MEDL 1080

This course will focus on issues involving the U.S. constitution and education. Topics will include the role of due process, equal protection, searches and seizures, drug testing, civil rights protection, freedom of speech, the Establishment Clause, and the Commerce Clause in education.

Labor Law: Laws Regulating Unions and Management (2 Credits) MLAW 2070

The course will introduce students to basic labor law principles. It will focus on how a collective bargaining unit can be established, what constitutes an unfair labor practice, and the rules regulating the collective bargaining process. Students will learn some of the basic rules employers must follow when employees are trying to start a union, what they must do when a union has been established, and what is required to bargain in good faith.

Law Regulating Wages and Hours (2 Credits) MLAW 2060

This course will explore the federal wage and hours standards regulated under the Fair Labor Standards Act. The course will focus on which employees are covered by the law and the minimal standards regarding wages, overtime pay and child labor.

Legal Research Methods and Reasoning (3 Credits) MLAW 1020

The law is never static. Students will learn to review and apply newly issued laws or legal decisions in day-to-day activities. This course will enable students to find the law, to read and understand legal statutes and regulations, and to understand the analytic process lawmakers and lawyers use.

Preventing Workplace Harassment (2 Credits) MLAW 2030

This course will discuss Title VII anti-discrimination law and how courts attribute liability for harassment to employers. The course will focus on regulations, strategies, policies and procedures that are designed to prevent harassment or limit the liability of an employer for an employee's or customers harassing conduct.

Private Education Law (2 Credits) MEDL 2070

This course will focus on the operation and function of private schools in contrast to the public school system. The course will examine private education in the elementary and secondary school setting

Professional Communication (2 Credits) MLAW 1035

This course will cover a wide-range of professional communication issues presented in written, oral, and electronic format. Students will have the opportunity to develop interpersonal communication skills, presentation skills and professional writing techniques. Communication skills are vital to career success, they serve as a platform for personal success and professional advancement. Students will learn the foundational techniques to communicate clearly, concisely and effectively in the professional environment.

School Discipline Law (2 Credits) MEDL 2030

This course will explore institutional responses to student discipline. The course will cover appropriate means and appropriate circumstances when student discipline is necessary. Students will explore the procedural protections granted to students and the bounds of lawful discipline which include expulsion.

School Records and Confidentiality (2 Credits) MEDL 2090

This course will examine how laws impact school record keeping practices and procedures. School regularly retain in their possessions private and confidential information in documentary and electronic format. Schools are forced by a variety of state and federal laws to both keep such information and safeguard its privacy. This course will examine record keeping obligations imposed by the law and consequences for non-compliance.

Selected Topics: Federal Legislation in Education (2 Credits) MEDL 1070

This course provides the student with an instruction to Federal legislation regulating the field of education. Topics include IDEA, FERPA, HIPPA, Title IX, ADA, and Section 504 of the Rehabilitation Act.

Special Education Law (2 Credits) MEDL 1030

This course will cover the core educational entitlements granted to all students with disabilities in the public education system. It will focus on the substantive legal protections designed to ensure that students with disabilities receive a Free and Appropriate Public Education, and on the various procedural protections for students and parents. The course will cover major federal legislation such as the IDEA, ADA and Section 504, as well as the principal Supreme Court and other cases.

Survey of Tort and Contract Law (2 Credits) MLAW 1065

This course provides a detailed introduction to the legal principles and major concepts of tort and contract law. The class will focus on general liability, disputes in the employment context, construction and breach of contractual obligations.

The First Amendment and Education (2 Credits) MEDL 2010

This course will focus on the role of the First Amendment in Education. Topics will include constraints on the school's ability to restrict student and faculty academic freedom, student and parent privacy acts, religion in schools, the religious Freedom Restoration Act, curricular choices, political activism on campus, and boundaries set to censor or limit free speech.

Trends in Employee Relations Law (2 Credits) MLAW 2050

This course will examine the nature of employee relations. It will also examine the role and function of unions and collective bargaining, labor negotiations, employee discipline subject to a labor agreement, labor stoppages and free speech issues relating to unions. Students will build upon their knowledge of contract law as they study the complex nature of legal relationships in the business setting

Online Education Law Program Highlights

This program at Nova Southeastern University will provide you with a solid understanding of education law, legal terminology and research techniques, as well as immerse you in the legal aspects of the structure, history and values underlying educational systems in the United States. You'll learn how to identify legal issues affecting students, teachers and school administrators, and how to partner with a lawyer on topics like:

- No Child Left Behind
- Individuals with Disabilities Education Act (IDEA)
- Family Educational Rights and Privacy Act (FERPA)
- Student Prayer and Free Speech
- Bullying, Cyber-Stalking and Campus Safety
- Educational Accountability, School Vouchers and Teacher Rights

The Future of Education Law

Most schools have, to date, left policies and procedures in the hands of educators. However, as the system becomes increasingly responsive to regulatory and legal mandates, there is a fast-emerging need for education law experts to join school districts and academic institutions nationwide.

In fact, the Bureau of Labor Statistics projects a 19% increase in secondary school opportunities by 2020, along with a 10% increase in K-12 education. Being able to respond to complex legal challenges that may determine educational decisions with widespread consequences will be an asset in the years ahead. The online Master's in Education Law from Nova Southeastern University can help prepare you for future opportunities where you can make a difference in young lives.

[Employment Law](#)

Most schools have, to date, left policies and procedures in the hands of educators. However, as the American educational system becomes increasingly responsive to regulatory and legal mandates, there is a fast-emerging need for education law experts to join school districts and academic institutions nationwide.

In fact, the Bureau of Labor Statistics projects a 19% increase in secondary school opportunities by 2020, along with a 10% increase in K-12 education. Being able to respond to complex legal challenges that may determine educational decisions with widespread consequences will be an asset in the years ahead.

The online Master's in Education Law from Nova Southeastern University can help prepare you to make a difference in the lives of children, parents and teachers.

Today's employers are facing a perfect storm of economic pressures, an aging workforce, intrusive technologies, and new government mandates on healthcare and more. Meanwhile, employees are required to do more with less, pay higher benefit costs, and work into what would have traditionally been their retirement years.

Add 24/7 connectivity, a multigenerational workforce, diversity concerns, privacy breaches and labor unions, and you have a landscape ripe for litigation. That's where you can make a difference, starting today.

Why a Master's of Science in Employment Law from Nova Southeastern University?

Nova Southeastern University's Shepard Broad College of Law has created targeted online curriculum to help train you for an impactful career in ensuring equitable employment for all persons. Our program allows you to continue in your current position and maintain your personal priorities, while gaining knowledge that you can immediately begin to apply to your profession. Better yet, you can do it from the convenience of your own home or office, during the hours that work for you.

- Get your Master's in Employment Law in as little as two years
- Study online, from the comfort of your own home
- Be admitted without GRE or LSAT exam requirements

At least two years of Human Resources or Business experience is recommended for entry into this program, along with a Bachelor's degree in an applicable field. It is the goal of our admissions team to ensure that students will receive maximum benefit from securing a Master's of Science in Employment Law.

Online Employment Law Program Highlights

This program at Nova Southeastern University will provide you with a solid understanding of human resources law, legal terminology and research techniques, as well as immerse you in the legal aspects of the structure, history and values underlying employment relations in the United States. You'll learn how to identify legal issues affecting employers and employees, and how to partner with a lawyer in weighing the legal, social and economic risks of labor law decisions on:

- Wages and Benefits
- Occupational Safety
- Discrimination and Harassment
- Medical Leave
- Bargaining Units and Unions
- Workplace Privacy

The Future of Employment Law

Today's employees have become increasingly aware of their legal rights within the modern workplace. Many businesses and human resources departments are challenged to keep current with labor laws, particularly if there are no expertly trained individuals on staff.

The Bureau of Labor Statistics estimates job growth in this area to increase by 13% by 2020. Clearly, the need to add employment law experts to the human resources team is a trend that will continue to grow right along with the complexity of American labor. Studying for your online Master's in Employment Law from Nova Southeastern University can help you contribute to the future of workplace equality for older workers, LGBT employees, the disabled, working families, and others in need of legal support.

Overview

The employer-employee relationship has been regulated to varying degrees for the past several decades, but nothing has matched the amount of regulations that employers face in today's market. With the establishment of laws regulating wages and benefits, mandating occupational safety, prohibiting discrimination and harassment, requiring time off for medical purposes, establishing bargaining units and unions, and defining workplace privacy, the human resource professional is constantly confronted with regulations that control many, if not most of the decisions made regarding employees. With the ever increasing use of technology in the workplace, and employees becoming increasingly more aware of their legal rights regarding employment, it is becoming essential that business and human resource professionals have some basic understanding of labor and employment law. The belief that business and human resources professionals need more exposure to and knowledge of, laws regulating the workplace has provided the impetus for the creation of a Master of Science in Employment Law program (M.S. Employment Law) at the Nova Southeastern University Shepard Broad Law Center. The program is intended to meet the needs of business and human resource professionals who are non-lawyers seeking a basic understanding of labor and employment law.

Each student will complete 8 core classes, 6 elective classes and a final capstone course, the Individual Research Project, which is divided into 2 parts. Terms are 10 weeks long and typically, each student will complete a total of 8 10 week terms to complete the degree (a total of 16 courses, 36 credit hours).

To accommodate the need and desire for working professionals to remain in their present location and employment and, at the same time, draw upon a nationwide faculty, the M.S. Employment Law program is uniquely offered via NSU's state-of-art, Internet-based distance learning technology.

Online, students are guided through interactive class lessons over the internet, working closely with faculty members and exchanging ideas with fellow classmates.

Required interactivity is all asynchronous, meaning that students do not need to access their online course at any particular time during the day. The program is, however, characterized by a great deal of required interactivity. Students will often find themselves online nearly every day. Such interactivity promotes a high-quality learning experience and differentiates this program from a correspondence or "self-study" program. Many professors will hold live chats and students are urged to attend.

Grades are posted on the Webstar system at the end of each session <http://webstar.nova.edu> and then enter your personal identification number (PIN). The M.S. Emp.L. program uses the following grading scale: A, A-, B+, B-, C+, C-, D+, D-, and F.

Learning Online

A student learning online will receive passwords to access his or her courses. At each course site, the student will find reading assignments, links to materials pertinent to the course, a syllabus, a statement of the course goals, a number of hypothetical problems, lecture notes, live classroom chats, a threaded discussion board, and a quiz. The assignments, materials, problems, lectures and quizzes will be organized by module, with each module representing a major topic of the course. Modules will roughly correspond to weeks. (In other words, a 10-week-long course will contain either 10 modules or nine modules and a week for a final examination.)

Each week, within periods of time designated by their professors, students in each course will be responsible for covering the material assigned, accessing materials as instructed, viewing lecture clips and participating in online discussions. The discussions might take place on the class's threaded discussion board, on which student questions and responses to each other are arranged so that the reader can follow the written "conversation" that develops on line. Alternatively, they might take place via email, which each student will have. They also will take place in live chat sessions. In some courses, professors may wish to administer quizzes.

For required live chats, professors attempt to find days/times that work for all students. In the event that a day/time chosen does not work for the student, the chats are recorded and the student will be asked to post or respond via email regarding the topics discussed in the chat.

Course Descriptions

Administrative Law (3 Credits) MLAW 1031

This course explores the role of administrative law in labor and employment. Students will review the sources of law for employers and management. In doing so, they will chart the overlapping and sometimes conflicting roles of federal and state legal regulation and study the implications and effects of the various types of laws that govern employment: administrative agency regulations, constitutional provisions, statutes, and court decisions.

Alternative Dispute Resolution (2 Credits) MLAW 3010

This course will be a skill-based course merging legal issues in employment with practical skills of negotiation and dispute resolution. Students will be paired together to work through hypothetical situations that require cooperative efforts to reach common ground on divisive issues. Students will provide reflective analysis on the challenges encountered in their exercises and provide written feedback to the instructor on insights gained through the negotiation process.

Dealing with Whistleblowers and Preventing Retaliation (2 Credits) MLAW 2090

This course will discuss the law regarding the protection of employees who report violations of an employer or claim discrimination in the workplace. The course will detail the whistleblower protections allowed under federal law, and the potential liability for retaliating against an employee who seeks redress for discrimination.

Developing and Maintaining Employment Policies and Handbooks (2 Credits) MEML 1090

This course provides an understanding of how the laws and regulations impact the employment policies of a business, and how human resource professionals can find information regarding the formation of employment policies. Students will research and examine different employment policies, and ultimately draft an employment policy for their employers or business.

Employee Benefits (2 Credits) MEML 2020

This course provides an overview of the basics of employee benefit law. The course is designed to cover the relevant provisions of ERISA, including how plans are to be administered, how to avoid conflicts of interests, and how to comply with all regulatory limitations. It will also address how benefits plans can and must be transferred after an employee leaves the business, with a focus on COBRA and HIPAA.

Employment Discrimination (2 Credits) MEML 1080

This course will focus on the various laws prohibiting discrimination in the workplace, with a focus on federal statutes and regulations. Topics include Title VII, ADA, ADEA, and the FMLA. The students will also learn about how complaints are filed and investigated by the EEOC, with a detailed discussion on how the employer is required to respond to these complaints.

Federal Privacy Law (2 Credits) MLAW 1032

The privacy rights of individuals in all aspects of daily life have been of great concern over the last few years. The Federal government is heavily involved in crafting laws and regulations to protect an individual's private information collected in a variety of contexts from being accessed and then used. This course will look at the three such federal laws and accompanying regulations: HIPAA (Health Insurance Portability and Accountability Act); FERPA (Family Educational Rights and Privacy Act) and the Federal

Privacy Act. The course is designed to introduce the students to the specifics of each of these federal privacy laws and to get the students to critically read and analyze and write about the issues presented by these statutes through a series of written exercises.

Hiring, Firing, Promoting and Evaluating Employees (2 Credits) MLAW 2040

This course will detail the laws that regulate how employees should be hired, fired, promoted, disciplined and evaluated. The course will explore the steps an employer should take to avoid allegations of discrimination during the hiring, firing or disciplinary process.

Immigration and Naturalization Concerns in Employment (2 Credits) MLAW 2055

The course is designed to introduce students to the complex area of immigration and nationality law relating to employment. The course will focus on the Immigration and Reform and Control Act, as amended by the Immigration and Nationality Act. Students will learn about steps employers should take to comply with nationality verification laws, and which persons may or may not work for U.S. businesses.

Individual Research Project Seminar Part 1 (3 Credits) MLAW 3020

This is the capstone course for the M.S. Education Law, Health Law and Employment Law programs. In the foundation phase of the student's individual research project (IRP), each student will identify a final research thesis that they will then develop over the course of the next two semesters. Students select and hone their individual research topics with direct collaboration of their faculty advisor and expert consultant. Successful completion of this component of the IRP course requires: timely completion of the IRP topic summary, the IRP topic outline (at least 5 pages in length), timely submission of all discussion board topics, timely completion of all quiz assignments, participation in in scheduled live classroom discussions, and submission of the first rough draft (at least 20 pages in length). All first year courses and 12 credits of electives must be successfully completed.

Individual Research Project Seminar Part 2 (3 Credits) MLAW 3021

In the second phase of the capstone course for the M.S. Education Law, Health Law and Employment Law Programs, students continue to build on the foundation of their research and writing. Students continue to work with their faculty director, expert consultant, and student colleagues. Students will receive comprehensive feedback on their rough draft. Students will incorporate suggested changes and continue to develop their individual research projects. Successful completion of the course requires timely submission of a final written IRP product of publishable quality and an oral presentation on the research thesis by the student to classmates, faculty, and industry consultants during the residential institute. Students must complete all coursework for Part 1 of the IRP course with a passing grade as a prerequisite for Part 2 of this course. All first year courses and 12 credits of electives must be successfully completed.

Labor Law: Laws Regulating Unions and Management (2 Credits) MLAW 2070

The course will introduce students to basic labor law principles. It will focus on how a collective bargaining unit can be established, what constitutes an unfair labor practice, and the rules regulating the collective bargaining process. Students will learn some of the basic rules employers must follow when employees are trying to start a union, what they must do when a union has been established, and what is required to bargain in good faith.

Law Regulating Wages and Hours (2 Credits) MLAW 2060

This course will explore the federal wage and hours standards regulated under the Fair Labor Standards Act. The course will focus on which employees are covered by the law and the minimal standards regarding wages, overtime pay and child labor.

Legal Research Methods and Reasoning (3 Credits) MLAW 1020

The law is never static. Students will learn to review and apply newly issued laws or legal decisions in day-to-day activities. This course will enable students to find the law, to read and understand legal statutes and regulations, and to understand the analytic process lawmakers and lawyers use.

Overview of Federal Employment Law Statutes and Regulations (2 Credits) MEML 1040

This course provides the students with an introduction to Federal legislation and administrative regulations in the field of employment. Topics include Title VII, ADA, ADEA, FMLA, OSHA, ERISA, and FLSA.

Preventing Workplace Harassment (2 Credits) MLAW 2030

This course will discuss Title VII anti-discrimination law and how courts attribute liability for harassment to employers. The course will focus on regulations, strategies, policies and procedures that are designed to prevent harassment or limit the liability of an employer for an employee's or customers harassing conduct.

Professional Communication (2 Credits) MLAW 1035

This course will cover a wide-range of professional communication issues presented in written, oral, and electronic format. Students will have the opportunity to develop interpersonal communication skills, presentation skills and professional writing techniques. Communication skills are vital to career success, they serve as a platform for personal success and professional advancement. Students will learn the foundational techniques to communicate clearly, concisely and effectively in the professional environment.

Survey of Tort and Contract Law (2 Credits) MLAW 1065

This course provides a detailed introduction to the legal principles and major concepts of tort and contract law. The class will focus on general liability, disputes in the employment context, construction and breach of contractual obligations.

Technology and Privacy Concerns in the Workplace (2 Credits) MEML 1030

This course will examine the limits on privacy in the employment setting and privacy issues related to an employee's behavior inside and outside the workplace. Specifically, the course will examine the legal limits on monitoring an employee's email, computer usage, and outside activities. The course will also examine the legal limits on drug testing employees and checking an employee's criminal, credit, and medical background. Students will develop an understanding of the legal, economic, and social benefits and risks of violating an employee's privacy.

Trends in Employee Relations Law (2 Credits) MLAW 2050

This course will examine the nature of employee relations. It will also examine the role and function of unions and collective bargaining, labor negotiations, employee discipline subject to a labor agreement, labor stoppages and free speech issues relating to unions. Students will build upon their knowledge of contract law as they study the complex nature of legal relationships in the business setting

[Health Law](#)

Financial and employment reporting on the major news networks consistently refer to the "healthcare economy" as being recession proof. There is certainly truth to that statement as the total number of all healthcare jobs is expected to increase by 20+ million by 2020.

The Bureau of Labor Statistics estimates that opportunities specific to Healthcare Administration, Healthcare Compliance and Health Information Management Law will grow by approximately 22% during that same time period.

Securing your online Master's in Health Law from Nova Southeastern University can help you become an impactful contributor to the exciting future that lies ahead.

Few professional fields are changing as fast and as frequently as healthcare. The Affordable Care Act has brought the discussion inside every American home, but other industry trends have been growing for years. An aging population, medical records privacy and insurance fraud are on every health professional's radar. Meanwhile, faulty medical devices and bad drugs have created their own cottage industry for lawyers.

What the industry needs is a balanced legal approach that weighs the interests of hospitals, healthcare workers, physicians and manufacturers, while always keeping patient rights front and center. The complexity of the task is enormous, but you're up for the challenge.

Overview

This two-year, master's degree program offers health care practitioners, administrators, members of the insurance and managed care industries, public policy advocates, and others involved in health care the opportunity to study the issues, processes and concepts that determine the framework and function of American health care law. As the law and health care delivery become increasingly interconnected, it is essential for those in the industry to keep pace with the significant changes in health law and their impact on the health care system.

Each student will complete 8 core classes, 6 elective classes and a final capstone course, the Individual Research Project, which is divided into 2 parts. Terms are 10 weeks long and typically, each student will complete a total of 8 10 week terms to complete the degree (a total of 16 courses, 36 credit hours).

To accommodate the need and desire of most health care professionals to remain in their present location and employment and, at the same time, draw upon a nationwide faculty, the M.S. Health Law program is uniquely offered via NSU Law's state-of-the-art, Internet-based distance learning technology.

Online students are guided through interactive class lessons over the Internet, working closely with faculty members and exchanging ideas with fellow classmates online.

Required interactivity is both asynchronous and synchronous. Students will often find themselves online nearly every day. Such interactivity promotes a high-quality learning experience and differentiates this program from a correspondence or "self-study" program.

Learning Online

A student learning online will receive passwords to access his or her courses. At each course site, the student will find reading assignments, links to materials pertinent to the course, a syllabus, a statement of the course goals, a number of hypothetical problems, lecture notes, live classroom chats, a threaded discussion board, and a quiz. The assignments, materials, problems, lectures and quizzes will be organized by module, with each module representing a major topic of the course. Modules will roughly correspond to weeks. (In other words, a 10-week-long course will contain either 10 modules or nine modules and a week for a final examination.)

Each week, within periods of time designated by their professors, students in each course will be responsible for covering the material assigned, accessing materials as instructed, viewing lecture clips and participating in online discussions. The discussions might take place on the class's threaded discussion board, on which student questions and responses to each other are arranged so that the reader can follow the written "conversation" that develops on line. Alternatively, they might take place via email, which each student will have. They also will take place in live chat sessions. In some courses, professors may wish to administer quizzes.

For required live chats, professors attempt to find days/times that work for all students. In the event that a day/time chosen does not work for the student, the chats are recorded and the student will be asked to post or respond via email regarding the topics discussed in the chat.

Course Descriptions

Administrative Law (3 Credits) MLAW 1031

This course explores the role of administrative law in labor and employment. Students will review the sources of law for employers and management. In doing so, they will chart the overlapping and sometimes conflicting roles of federal and state legal regulation and study the implications and effects of the various types of laws that govern employment: administrative agency regulations, constitutional provisions, statutes, and court decisions.

Alternative Dispute Resolution (2 Credits) MLAW 3010

This course will be a skill-based course merging legal issues in employment with practical skills of negotiation and dispute resolution. Students will be paired together to work through hypothetical situations that require cooperative efforts to reach common ground on divisive issues. Students will provide reflective analysis on the challenges encountered in their exercises and provide written feedback to the instructor on insights gained through the negotiation process.

Dealing with Whistleblowers and Preventing Retaliation (2 Credits) MLAW 2090

This course will discuss the law regarding the protection of employees who report violations of an employer or claim discrimination in the workplace. The course will detail the whistleblower protections allowed under federal law, and the potential liability for retaliating against an employee who seeks redress for discrimination.

Developing and Maintaining Employment Policies and Handbooks (2 Credits) MEML 1090

This course provides an understanding of how the laws and regulations impact the employment policies of a business, and how human resource professionals can find information regarding the formation of employment policies. Students will research and examine different employment policies, and ultimately draft an employment policy for their employers or business.

Employee Benefits (2 Credits) MEML 2020

This course provides an overview of the basics of employee benefit law. The course is designed to cover the relevant provisions of ERISA, including how plans are to be administered, how to avoid conflicts of interests, and how to comply with all regulatory limitations. It will also address how benefits plans can and must be transferred after an employee leaves the business, with a focus on COBRA and HIPAA.

Employment Discrimination (2 Credits) MEML 1080

This course will focus on the various laws prohibiting discrimination in the workplace, with a focus on federal statutes and regulations. Topics include Title VII, ADA, ADEA, and the FMLA. The students will also learn about how complaints are filed and investigated by the EEOC, with a detailed discussion on how the employer is required to respond to these complaints.

Federal Privacy Law (2 Credits) MLAW 1032

The privacy rights of individuals in all aspects of daily life have been of great concern over the last few years. The Federal government is heavily involved in crafting laws and regulations to protect an individual's private information collected in a variety of contexts from being accessed and then used. This course will look at the three such federal laws and accompanying regulations: HIPAA (Health Insurance Portability and Accountability Act); FERPA (Family Educational Rights and Privacy Act) and the Federal Privacy Act. The course is designed to introduce the students to the specifics of each of these federal privacy laws and to get the students to critically read and analyze and write about the issues presented by these statutes through a series of written exercises.

Hiring, Firing, Promoting and Evaluating Employees (2 Credits) MLAW 2040

This course will detail the laws that regulate how employees should be hired, fired, promoted, disciplined and evaluated. The course will explore the steps an employer should take to avoid allegations of discrimination during the hiring, firing or disciplinary process.

Immigration and Naturalization Concerns in Employment (2 Credits) MLAW 2055

The course is designed to introduce students to the complex area of immigration and nationality law relating to employment. The course will focus on the Immigration and Reform and Control Act, as amended by the Immigration and Nationality Act. Students will learn about steps employers should take to comply with nationality verification laws, and which persons may or may not work for U.S. businesses.

Individual Research Project Seminar Part 1 (3 Credits) MLAW 3020

This is the capstone course for the M.S. Education Law, Health Law and Employment Law programs. In the foundation phase of the student's individual research project (IRP), each student will identify a final research thesis that they will then develop over the course of the next two semesters. Students select and hone their individual research topics with direct collaboration of their faculty advisor and expert consultant. Successful completion of this component of the IRP course requires: timely completion of the IRP topic summary, the IRP topic outline (at least 5 pages in length), timely submission of all discussion board topics, timely completion of all quiz assignments, participation in in scheduled live classroom discussions, and submission of the first rough draft (at least 20 pages in length). All first year courses and 12 credits of electives must be successfully completed.

Individual Research Project Seminar Part 2 (3 Credits) MLAW 3021

In the second phase of the capstone course for the M.S. Education Law, Health Law and Employment Law Programs, students continue to build on the foundation of their research and writing. Students continue to work with their faculty director, expert consultant, and student colleagues. Students will receive comprehensive feedback on their rough draft. Students will incorporate suggested changes and continue to develop their individual research projects. Successful completion of the course requires timely submission of a final written IRP product of publishable quality and an oral presentation on the research thesis by the student to classmates, faculty, and industry consultants during the residential institute. Students must complete all coursework for Part 1 of the IRP course with a passing grade as a prerequisite for Part 2 of this course. All first year courses and 12 credits of electives must be successfully completed.

Labor Law: Laws Regulating Unions and Management (2 Credits) MLAW 2070

The course will introduce students to basic labor law principles. It will focus on how a collective bargaining unit can be established, what constitutes an unfair labor practice, and the rules regulating the collective bargaining process. Students will learn some of the basic rules employers must follow when employees are trying to start a union, what they must do when a union has been established, and what is required to bargain in good faith.

Law Regulating Wages and Hours (2 Credits) MLAW 2060

This course will explore the federal wage and hours standards regulated under the Fair Labor Standards Act. The course will focus on which employees are covered by the law and the minimal standards regarding wages, overtime pay and child labor.

Legal Research Methods and Reasoning (3 Credits) MLAW 1020

The law is never static. Students will learn to review and apply newly issued laws or legal decisions in day-to-day activities. This course will enable students to find the law, to read and understand legal statutes and regulations, and to understand the analytic process lawmakers and lawyers use.

Overview of Federal Employment Law Statutes and Regulations (2 Credits) MEML 1040

This course provides the students with an introduction to Federal legislation and administrative regulations in the field of employment. Topics include Title VII, ADA, ADEA, FMLA, OSHA, ERISA, and FLSA.

Preventing Workplace Harassment (2 Credits) MLAW 2030

This course will discuss Title VII anti-discrimination law and how courts attribute liability for harassment to employers. The course will focus on regulations, strategies, policies and procedures that are designed to prevent harassment or limit the liability of an employer for an employee's or customers harassing conduct.

Professional Communication (2 Credits) MLAW 1035

This course will cover a wide-range of professional communication issues presented in written, oral, and electronic format. Students will have the opportunity to develop interpersonal communication skills, presentation skills and professional writing techniques. Communication skills are vital to career success, they serve as a platform for personal success and professional advancement. Students will learn the foundational techniques to communicate clearly, concisely and effectively in the professional environment.

Survey of Tort and Contract Law (2 Credits) MLAW 1065

This course provides a detailed introduction to the legal principles and major concepts of tort and contract law. The class will focus on general liability, disputes in the employment context, construction and breach of contractual obligations.

Technology and Privacy Concerns in the Workplace (2 Credits) MEML 1030

This course will examine the limits on privacy in the employment setting and privacy issues related to an employee's behavior inside and outside the workplace. Specifically, the course will examine the legal limits on monitoring an employee's email, computer usage, and outside activities. The course will also examine the legal limits on drug testing employees and checking an employee's criminal, credit, and medical background. Students will develop an understanding of the legal, economic, and social benefits and risks of violating an employee's privacy.

Trends in Employee Relations Law (2 Credits) MLAW 2050

This course will examine the nature of employee relations. It will also examine the role and function of unions and collective bargaining, labor negotiations, employee discipline subject to a labor agreement, labor stoppages and free speech issues relating to unions. Students will build upon their knowledge of contract law as they study the complex nature of legal relationships in the business setting

Why a Master's of Science in Health Law from Nova Southeastern University?

Nova Southeastern University's Shepard Broad College of Law has developed online curriculum that can help you take full advantage of the opportunities presented by a career in Health Law. Our program allows you the freedom and flexibility to maintain your work and home responsibilities, study on your own schedule, and achieve knowledge that, depending on your job, could be put into practice right away.

- Get your Master's in Health Law in as little as two years
- Study online, from the comfort of your own home
- Be admitted without GRE or LSAT exam requirements

This Online Master's in Health Law is designed for health care practitioners, administrators, members of the insurance and managed care industries, public policy advocates, and other health care professionals interested in medical law. Relevant professional experience is recommended for entry into this program, along with a Bachelor's degree in Nursing, Psychology, Biology, Healthcare/Business Administration or another directly applicable field.

Online Health Law Program Highlights

This program at Nova Southeastern University will provide you with the opportunity to study the issues, processes and concepts that determine the framework and function of American health care law. You will gain a solid understanding of health law, legal terminology and research techniques, as well as become immersed in relevant statutes, legal citations, case law and administrative codes. Benchmarks of your progress and performance throughout the program will include:

- Identifying and researching complex legal issues that intersect law and the health care industry
- Generating a thesis and writing a scholarly article suitable for publication
- Verbally communicating complex medical law issues using the proper legal terms, including legal citations, to counsel
- Identifying applicable statutory law, case law, and administrative codes and incorporating those concepts into your healthcare law research and writings

The Future of Health Law

Financial and employment reporting on the major news networks consistently refer to the "healthcare economy" as being recession proof. There is certainly truth to that statement as the total number of all healthcare jobs is expected to increase by 20+ million by 2020.

The Bureau of Labor Statistics estimates that opportunities specific to Healthcare Administration, Healthcare Compliance and Health Information Management Law will grow by approximately 22% during that same time period. Studying for your online Master's in Health Law from Nova Southeastern University can help you become an impactful contributor to the exciting future that lies ahead.

[Law and Policy](#)

Why a Master's of Science Degree in Law and Policy from Nova Southeastern University?

Nova Southeastern University's College of Law has developed an online curriculum that can help you build your resume and your knowledge base. Our program allows you the freedom and flexibility to maintain your work and home responsibilities while earning your advanced degree. Program features allow you to:

- Obtain your Master's degree in Law and Policy in as little as two years
- Study online, from the comfort of your own home
- Be admitted without GRE or LSAT exam requirements

The online Master's of Science degree in Law and Policy is designed for individuals seeking to enrich their understanding of how the law intersects and relates to their profession.

The professional workplace is a dynamic environment influenced by a variety of factors including government regulations, advancing technologies and the constant challenge of quality enhancement. In this highly competitive environment, many professionals desire the opportunity to enhance their understanding of the legal aspects underlying their profession in order to advance their career or simply maintain professional competence. There are legal ties to every industry and learning to bridge your profession and the legal world can be a rewarding challenge.

Why a Master of Science Degree in Law and Policy from Nova Southeastern University?

Nova Southeastern University's College of Law has developed an online curriculum that can help you expand your knowledge base, reach your academic goals and expand enhance your professional qualifications. Our program allows you the freedom and flexibility to maintain your work and home responsibilities while earning your advanced degree. Program features allow you to:

- Obtain your Master degree in Law and Policy in as little as two years
- Study online, from the comfort of your own home
- Be admitted without GRE or LSAT exam requirements

The online Master of Science degree in Law and Policy is designed for individuals seeking to enrich their understanding of how the law intersects and relates to their profession.

ONLINE Law and Policy Program Highlights

Our program will facilitate deep learning and a comprehensive working knowledge of the framework and function of the American legal system. You will learn to view legal issues as lawyers do, how to identify legal issues in your profession and how to locate and apply applicable law in your workplace setting. You may decide to focus your program of study on one of our many concentrations including education law, employment law or health care regulations. Your degree can be tailored to your individual interests and provide pathway to professional success.

Overview

This two-year, master of science degree program offers professionals the opportunity to study the issues, processes and concepts that determine the framework and function of the law system and its policies. As

the law and business become increasingly interconnected, it is essential for those in the industry to keep pace with the significant changes in the law and their impact on their profession.

Each student will complete 8 core classes, 6 elective classes and a final capstone course, the Individual Research Project, which is divided into 2 parts. Terms are 10 weeks long and typically, each student will complete a total of 8 10 week terms to complete the degree (a total of 16 courses, 36 credit hours).

To accommodate the need and desire of most professionals to remain in their present location and employment and, at the same time, draw upon a nationwide faculty, the M.S. Law and Policy program is uniquely offered via NSU Law's state-of-the-art, Internet-based distance learning technology.

Online students are guided through interactive class lessons over the Internet, working closely with faculty members and exchanging ideas with fellow classmates online.

Required interactivity is both asynchronous and synchronous. Students will often find themselves online nearly every day. Such interactivity promotes a high-quality learning experience and differentiates this program from a correspondence or "self-study" program.

Learning Online

A student learning online will receive passwords to access his or her courses. At each course site, the student will find reading assignments, links to materials pertinent to the course, a syllabus, a statement of the course goals, a number of hypothetical problems, lecture notes, live classroom chats, a threaded discussion board, and a quiz. The assignments, materials, problems, lectures and quizzes will be organized by module, with each module representing a major topic of the course. Modules will roughly correspond to weeks. (In other words, a 10-week-long course will contain either 10 modules or nine modules and a week for a final examination.)

Each week, within periods of time designated by their professors, students in each course will be responsible for covering the material assigned, accessing materials as instructed, viewing lecture clips and participating in online discussions. The discussions might take place on the class's threaded discussion board, on which student questions and responses to each other are arranged so that the reader can follow the written "conversation" that develops on line. Alternatively, they might take place via email, which each student will have. They also will take place in live classroom sessions. In some courses, professors may wish to administer quizzes.

For required live classroom sessions, professors attempt to find days/times that work for all students. In the event that a day/time chosen does not work for the student, the chats are recorded and the student will be asked to post or respond via email regarding the topics discussed in the chat.

Course Descriptions

Administrative Law (3 Credits) MLAW 1031

This course explores the role of administrative law in labor and employment. Students will review the sources of law for employers and management. In doing so, they will chart the overlapping and sometimes conflicting roles of federal and state legal regulation and study the implications and effects of

the various types of laws that govern employment: administrative agency regulations, constitutional provisions, statutes, and court decisions.

Advanced Topics in School Liability (2 Credits) MEDL 2080

This course will examine the expanding area of school liability for tortious conduct. The course will explore causes of liability and the impact such liability has on the school, school board and school system. Students will explore liability issues that face educators across all levels of the education spectrum.

Alternative Dispute Resolution (2 Credits) MLAW 3010

This course will be a skill-based course merging legal issues in employment with practical skills of negotiation and dispute resolution. Students will be paired together to work through hypothetical situations that require cooperative efforts to reach common ground on divisive issues. Students will provide reflective analysis on the challenges encountered in their exercises and provide written feedback to the instructor on insights gained through the negotiation process.

Business Organizations in Health Care (2 Credits) MHL 2050

The sheer variety of health care organizations that exist today is overwhelming. In this course, students will examine the legal considerations underlying the structure, function, and transactions among various forms of health care organizations.

Civil Rights Law (2 Credits) MEDL 3000

This course will focus on constitutional and civil rights issues in education. Because of the coverage of disability issues by mandatory courses, this course will focus on equal protection and non-discrimination, and the roles of language and cultural biases in education

Contemporary Issues in Education (2 Credits) MEDL 2040

This course will focus on issues involving education that have risen to the forefront of contemporary culture. Topics will include "No Child Left Behind," school violence, vouchers, individuals with disabilities, inclusion, least restrictive environment, home schooling, extra curricular activities, internet-related issues and concerns, bilingual education statutes and recruiting in higher education.

Dealing with Whistleblowers and Preventing Retaliation (2 Credits) MLAW 2090

This course will discuss the law regarding the protection of employees who report violations of an employer or claim discrimination in the workplace. The course will detail the whistleblower protections allowed under federal law, and the potential liability for retaliating against an employee who seeks redress for discrimination.

Employee Relations Law (3 Credits) MEDL 2050

This course will examine the nature of employee relations as they relate to school board employees. It will also examine the role and function of teacher unions and collective bargaining. Topics will include the hiring, evaluation and retention of school board employees as well as faculty retention and tenure, labor negotiations, employee discipline subject to a labor agreement, labor stoppages and free speech

issues relating to unions. Students will build upon their knowledge of contract law as they study the complex nature of legal relationships in the educational setting.

Ethical Issues in Education Law (2 Credits) MEDL 1040

This course will focus on ethical codes that intersect law and education. Students will study the theoretical underpinnings of ethic codes and examine their function, utility, and application in modern educational institutions while examining the practical limitations given the expanding use of distance education.

Federal Privacy Law (2 Credits) MLAW 1032

The privacy rights of individuals in all aspects of daily life have been of great concern over the last few years. The Federal government is heavily involved in crafting laws and regulations to protect an individual's private information collected in a variety of contexts from being accessed and then used. This course will look at the three such federal laws and accompanying regulations: HIPAA (Health Insurance Portability and Accountability Act); FERPA (Family Educational Rights and Privacy Act) and the Federal Privacy Act. The course is designed to introduce the students to the specifics of each of these federal privacy laws and to get the students to critically read and analyze and write about the issues presented by these statutes through a series of written exercises.

Health Care as an Employee Benefit (2 Credits) MHL 2040

This course focuses on the Employee Retirement Income Security Act of 1974 (ERISA) and also covers various other federal laws, including tax and employment discrimination laws, as they relate to employment-based health benefit plans. The course provides information on the rights – and limits on rights – of patients to obtain payment for health care from health benefit plans regulated by federal law and the scope of the liability of such plans to pay for care provided to or recommended for plan participants. The course also offers an understanding of the structure of employment-based health care financing as part of the context within which to consider alternative approaches to reform of the U.S. health care delivery system. Students will study (1) various forms of health benefit plans, (2) coverage requirements imposed on health plans, (3) procedural requirements imposed on plan administrators, (4) civil enforcement of rights of plan participants, and (5) ERISA preemption of state law

Higher Education Law (2 Credits) MEDL 2060

This course will look at the role of law in higher education institutions. Special emphasis will be given to the governance structures of public and private institutions; the relationship between faculty, staff, students and the university community; faculty promotion, tenure, curriculum control; issues related to research and teaching responsibilities; academic freedom; affirmative action; racial and sexual harassment; intellectual property rights of faculty, staff and students; and planned giving.

Hiring, Firing, Promoting and Evaluating Employees (2 Credits) MLAW 2040

This course will detail the laws that regulate how employees should be hired, fired, promoted, disciplined and evaluated. The course will explore the steps an employer should take to avoid allegations of discrimination during the hiring, firing or disciplinary process.

Immigration and Naturalization Concerns in Employment (2 Credits) MLAW 2055

The course is designed to introduce students to the complex area of immigration and nationality law relating to employment. The course will focus on the Immigration and Reform and Control Act, as amended by the Immigration and Nationality Act. Students will learn about steps employers should take to comply with nationality verification laws, and which persons may or may not work for U.S. businesses.

Individual Research Project Seminar Part 1 (3 Credits) MLAW 3020

This is the capstone course for the M.S. Education Law, Health Law and Employment Law programs. In the foundation phase of the student's individual research project (IRP), each student will identify a final research thesis that they will then develop over the course of the next two semesters. Students select and hone their individual research topics with direct collaboration of their faculty advisor and expert consultant. Successful completion of this component of the IRP course requires: timely completion of the IRP topic summary, the IRP topic outline (at least 5 pages in length), timely submission of all discussion board topics, timely completion of all quiz assignments, participation in in scheduled live classroom discussions, and submission of the first rough draft (at least 20 pages in length). All first year courses and 12 credits of electives must be successfully completed.

Individual Research Project Seminar Part 2 (3 Credits) MLAW 3021

In the second phase of the capstone course for the M.S. Education Law, Health Law and Employment Law Programs, students continue to build on the foundation of their research and writing. Students continue to work with their faculty director, expert consultant, and student colleagues. Students will receive comprehensive feedback on their rough draft. Students will incorporate suggested changes and continue to develop their individual research projects. Successful completion of the course requires timely submission of a final written IRP product of publishable quality and an oral presentation on the research thesis by the student to classmates, faculty, and industry consultants during the residential institute. Students must complete all coursework for Part 1 of the IRP course with a passing grade as a prerequisite for Part 2 of this course. All first year courses and 12 credits of electives must be successfully completed.

Introduction to Constitutional Law (2 Credits) MEDL 1080

This course will focus on issues involving the U.S. constitution and education. Topics will include the role of due process, equal protection, searches and seizures, drug testing, civil rights protection, freedom of speech, the Establishment Clause, and the Commerce Clause in education.

Labor Law: Laws Regulating Unions and Management (2 Credits) MLAW 2070

The course will introduce students to basic labor law principles. It will focus on how a collective bargaining unit can be established, what constitutes an unfair labor practice, and the rules regulating the collective bargaining process. Students will learn some of the basic rules employers must follow when employees are trying to start a union, what they must do when a union has been established, and what is required to bargain in good faith.

Law of Accreditation & Licensing (2 Credits) MHL 1090

This course provides a detailed examination of the legal aspects of two credentialing concepts, namely accreditation and licensure, in both the individual health care practitioner setting and the institutional setting. Students will examine the primary goal of these concepts (i.e., protecting the public), how accreditation differs from licensure, and how they interrelate.

Law of Medicare & Medicaid (2 Credits) MHL 1050

This course focuses on the legal structure of two federal governmental programs enacted in 1965 when Congress expanded the Social Security Act. To enhance their understanding of these complex programs, students will examine the legal fundamentals of these programs (program purposes; populations served; eligibility requirements; program limitations; the scope of covered benefits; and reimbursable services) through the relevant federal statutes and case law interpretation.

Law of Patients' Rights and Advocacy (2 Credits) MHL 1080

Over the last century, the law governing medicine has seen a shift from paternalism to respect for patients as the decisionmakers. Beginning with the development of the bedrock legal principles of informed consent, this course will examine the legal aspects of patients' rights movements and will trace the status of patients' legal abilities to control their treatment. Part of the course will be devoted to the existence of, substance of, and reasons for patients' rights statutes specific to hospital and nursing home settings.

Law of Risk Management (2 Credits) MHL 2030

This course focuses on the legal importance of risk management programs for health care institutions. In doing so, it examines the keys to organizing and implementing successful risk management programs. It also focuses on considerations for developing effective risk management programs, evaluating them, and addressing specific risk areas, including those arising in managed care and integrated health care delivery systems.

Law Regulating Wages and Hours (2 Credits) MLAW 2060

This course will explore the federal wage and hours standards regulated under the Fair Labor Standards Act. The course will focus on which employees are covered by the law and the minimal standards regarding wages, overtime pay and child labor.

Legal Issues in Health Care Human Resources (2 Credits) MHL 2070

This course examines legal issues relevant to the management of employees within health care organizations. The specific areas examined include: (1) the legal impact of changes in health care on the management of health care organizations, including the need to control health care usage and costs, corporate health care fragility, mergers, and acquisitions; and (2) in the context of that background, the basics of health care employment law, including employment discrimination issues, unionization, permissible bargaining units, concerns about strikes, and managed care considerations.

Legal Perspectives on Health Care Ethics (2 Credits) MHL 1040

This course examines how the law has affected health care ethics by exploring the principles of ethics for health care providers; the ways in which these ethical principles are reflected in the law; and the legal, ethical, and policy aspects of issues affecting health care providers. Students will analyze situations arising in the health care context and will consider issues relating to both individual and institutional health care providers' ethics.

Legal Regulation of the Workplace (2 Credits) MHL 1070

The law regulates the workplace with regard to both intangible and physical conditions. For example, laws prohibiting discrimination against and among employees regulate working conditions in one sense. The government also regulates physical occupational health and safety through the Occupational Safety and Health Act of 1970, 29 U.S.C. 651 (OSHA). This course will examine both the regulations governing prevention of and notice to employees about worker safety and the law of employment discrimination in the health care setting.

Legal Research Methods and Reasoning (3 Credits) MLAW 1020

The law is never static. Students will learn to review and apply newly issued laws or legal decisions in day-to-day activities. This course will enable students to find the law, to read and understand legal statutes and regulations, and to understand the analytic process lawmakers and lawyers use.

Pharmaceutical Law (2 Credits) MHL 2021

This course is designed to provide an understanding of the pharmaceutical industry and the role of the various stakeholders involved. Topics will touch upon the legal, regulatory, policy, business, scientific and ethical issues related. A selection of topics will be discussed and may include the drug discovery process, drug promotion, drug distribution from manufacture through dispensing, insurance and reimbursement, controlled substances, negligence and malpractice, licensing and certification, health informatics, antitrust, and intellectual property rights . Government agencies including the FDA, CMS, DEA, and State Licensing Boards will be discussed throughout the course.

Prerequisite(s): MHL 1020

Preventing Workplace Harassment (2 Credits) MLAW 2030

This course will discuss Title VII anti-discrimination law and how courts attribute liability for harassment to employers. The course will focus on regulations, strategies, policies and procedures that are designed to prevent harassment or limit the liability of an employer for an employee's or customer's harassing conduct.

Private Education Law (2 Credits) MEDL 2070

This course will focus on the operation and function of private schools in contrast to the public school system. The course will examine private education in the elementary and secondary school setting

Professional Communication (2 Credits) MLAW 1035

This course will cover a wide-range of professional communication issues presented in written, oral, and electronic format. Students will have the opportunity to develop interpersonal communication skills, presentation skills and professional writing techniques. Communication skills are vital to career success, they serve as a platform for personal success and professional advancement. Students will learn the foundational techniques to communicate clearly, concisely and effectively in the professional environment.

Regulatory Compliance in the Health Care Industry (2 Credits) MHL 2010

This course will follow up on the course on Medicare and Medicaid, exploring in more depth the steps health care institutions and individual health care practitioners can take to protect themselves against severe legal penalty in the areas of potential Medicare and Medicaid fraud and abuse and anti-kickback liability.

School Discipline Law (2 Credits) MEDL 2030

This course will explore institutional responses to student discipline. The course will cover appropriate means and appropriate circumstances when student discipline is necessary. Students will explore the procedural protections granted to students and the bounds of lawful discipline which include expulsion.

School Records and Confidentiality (2 Credits) MEDL 2090

This course will examine how laws impact school record keeping practices and procedures. School regularly retain in their possessions private and confidential information in documentary and electronic format. Schools are forced by a variety of state and federal laws to both keep such information and safeguard its privacy. This course will examine record keeping obligations imposed by the law and consequences for non-compliance.

Selected Topics: Federal Legislation in Education (2 Credits) MEDL 1070

This course provides the student with an instruction to Federal legislation regulating the field of education. Topics include IDEA, FERPA, HIPPA, Title IX, ADA, and Section 504 of the Rehabilitation Act.

Special Education Law (2 Credits) MEDL 1030

This course will cover the core educational entitlements granted to all students with disabilities in the public education system. It will focus on the substantive legal protections designed to ensure that students with disabilities receive a Free and Appropriate Public Education, and on the various procedural protections for students and parents. The course will cover major federal legislation such as the IDEA, ADA and Section 504, as well as the principal Supreme Court and other cases.

Survey of Tort and Contract Law (2 Credits) MLAW 1065

This course provides a detailed introduction to the legal principles and major concepts of tort and contract law. The class will focus on general liability, disputes in the employment context, construction and breach of contractual obligations.

The First Amendment and Education (2 Credits) MEDL 2010

This course will focus on the role of the First Amendment in Education. Topics will include constraints on the school's ability to restrict student and faculty academic freedom, student and parent privacy acts, religion in schools, the religious Freedom Restoration Act, curricular choices, political activism on campus, and boundaries set to censor or limit free speech.

Trends in Employee Relations Law (2 Credits) MLAW 2050

This course will examine the nature of employee relations. It will also examine the role and function of unions and collective bargaining, labor negotiations, employee discipline subject to a labor agreement, labor stoppages and free speech issues relating to unions. Students will build upon their knowledge of contract law as they study the complex nature of legal relationships in the business setting